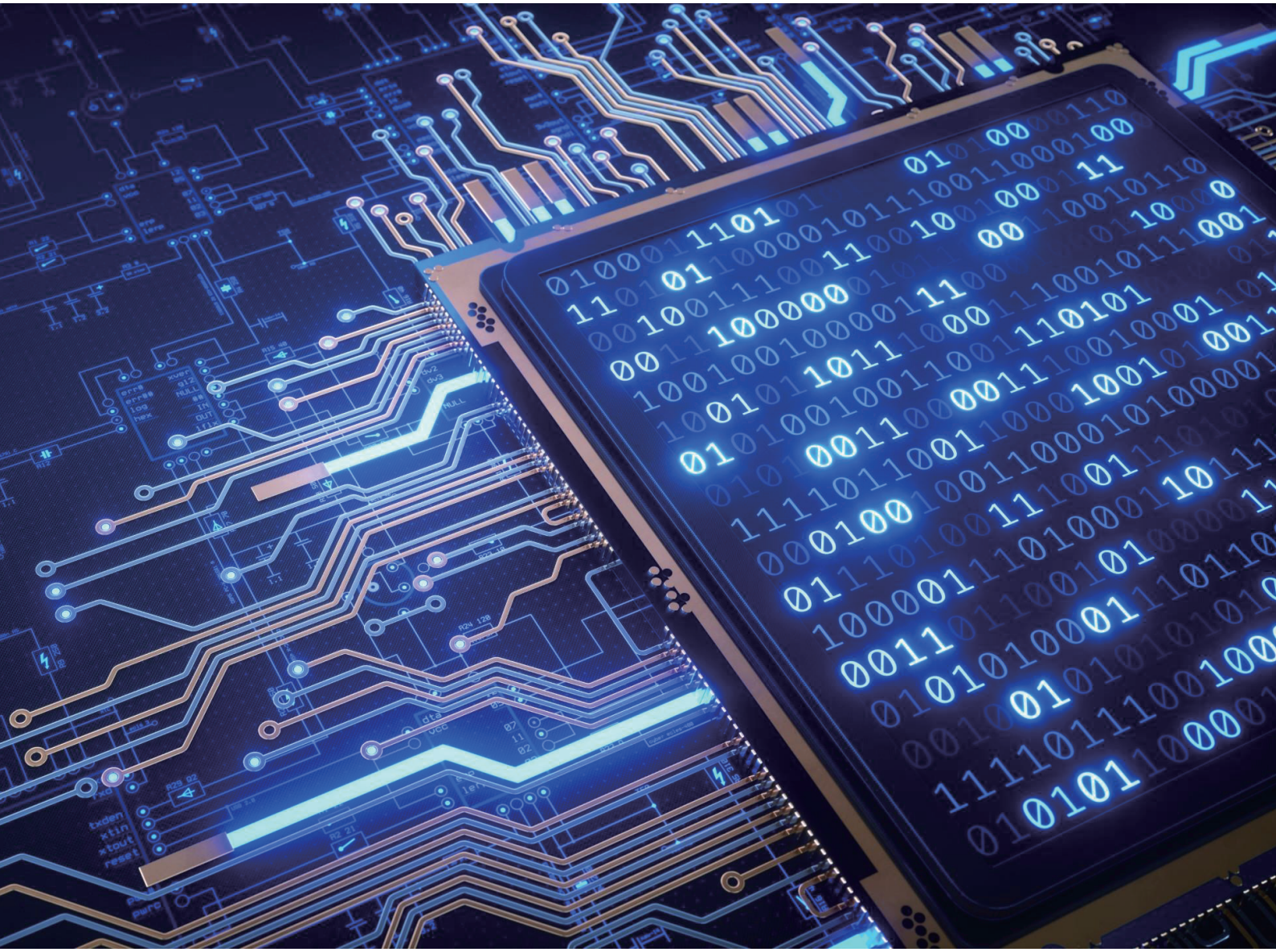


We Are KLA
A Market Leader in Process Control

KLA

WE ARE

A global technology leader.
We make an impact by creating solutions that drive progress and transform industries. Collaboration is the key to our success.

WE PROVIDE

Leading-edge technology and devices using advanced inspection tools, metrology systems, and computational analytics.
Our solutions accelerate tomorrow's electronic devices.

WE ENABLE

The evolution and innovation in the data era across key industries including automotive, mobile and data center.

$6.0 Billion in Revenue \ **10,800** Global Employees \ **19** Regions

Virtually Every Electronic Device You Touch Is Made Possible Using KLA Technologies

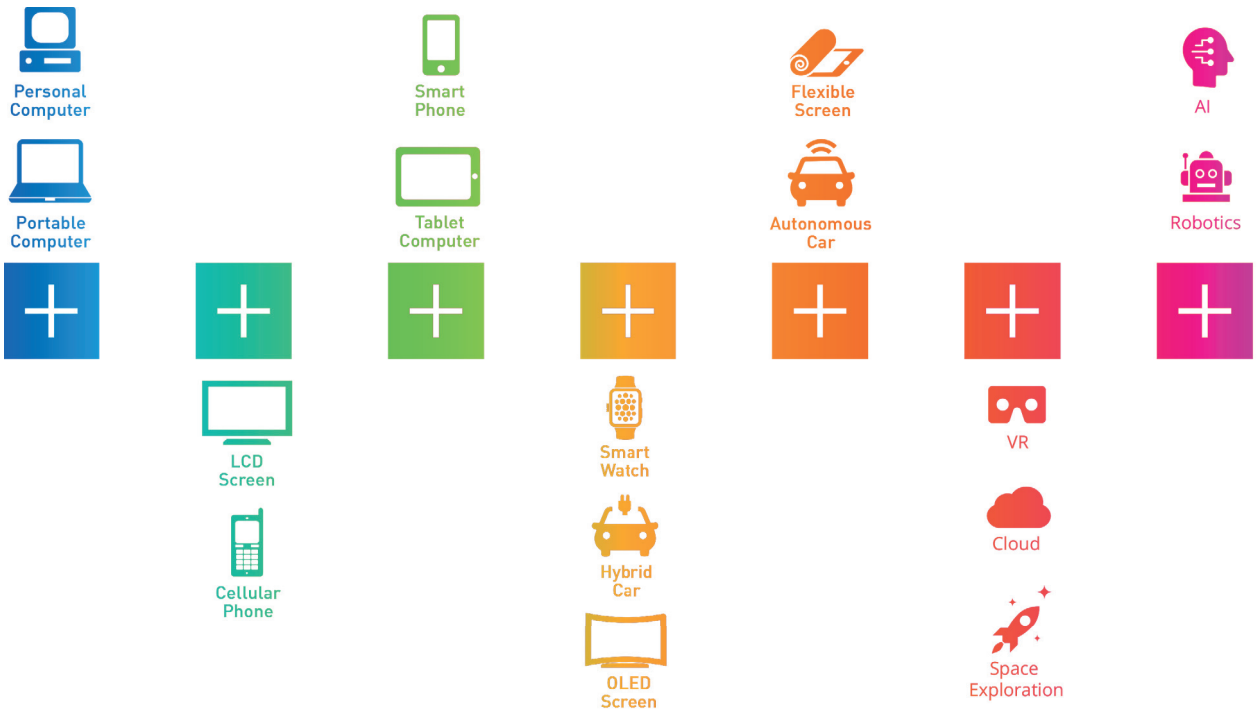
The future is ours to create. Whether it's a driverless car, VR experience, or factory robotics, we help turn theory into possibility. We help create technological devices and ideas that transform our future and shape our current life.

KLA is proud to be part of the most significant technological breakthroughs. Virtually no laptop, smartphone, wearable device, voice-controlled gadget, flexible screen, VR device or smart car would have made it into your hands without us.

We believe in the power of technology to make this world a brighter place.

We are excited by all that humanity can achieve.

Proud to Be Part of the Most Significant Technological Breakthroughs

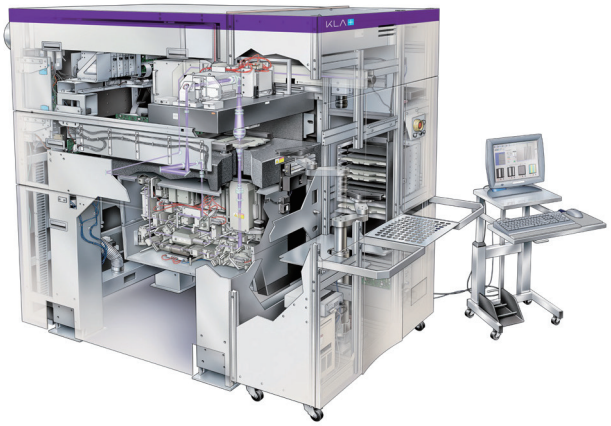


EXPANDING THE BOUNDARIES OF AI, ML & COMPUTE POWER

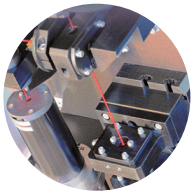
- Artificial intelligence integrates real time system parameters with results attributes
- Machine learning advanced algorithms extract complex raw data for accelerated output of actionable information
- Super compute hardware and software manage and process micro machine controls, illumination functions, high speed image acquisition, data processing, and sample disposition
- Integrated, user-friendly system software drives all sub-systems of each functional, production-ready product
- Problem solving, solution-enabling applications development and hands on support provide unique customer value in the global electronics ecosystem

CORE TECHNOLOGIES & EXPERTISE ENABLING THE DATA ERA

KLA develops industry-leading equipment and services that enable innovation throughout the electronics industry. We provide advanced process control and process-enabling solutions for manufacturing wafers and reticles, integrated circuits, packaging, printed circuit boards and flat panel displays. In close collaboration with leading customers across the globe, our expert teams of physicists, engineers, data scientists and problem-solvers design solutions that move the world forward.



Laser Illumination



DUV/UV/Visible Light, Electron-Beam Optics

High-Speed Data Processing, High-Performance Computing

AI, Algorithms, Machine Learning, Computational Physics

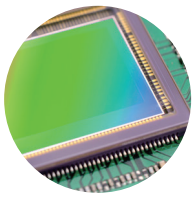
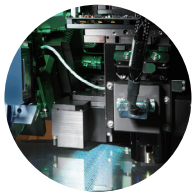
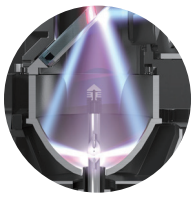


Image Sensors, Cameras



Precision Stages, Motion Control, Robotics



Broadband Plasma Illumination

Electron-Beam

KLA

Why Join Us

DEEP SCIENCE

We take on complex technical challenges that often take years to solve.

We work on the edges of deep science, exploring electron and photon optics, sensors, machine learning and data analytics. There is never a dull moment with us.

INVESTING IN INNOVATION

The innovative ideas and devices that are transforming our world all begin with inspiration, research, and development. Last year we invested 15% of sales back into R&D.

That's a measure of our commitment to solving the most daunting technical challenges.

- Embedded in R&D with customers
- Working two generations ahead
- Continued leadership in innovation
- Innovation 2X pace of competition

GREATER TOGETHER

Active collaboration multiplies agile thinking.

Deep partnerships with innovative technology companies keep tomorrow's innovations on track. Together we maximize discovery and solutions.

INNOVATIVE PRECISION OPTICAL & ELECTRON-BEAM

Sub-systems are designed, manufactured and integrated into each KLA instrument:

- Laser sources, illumination, power control
- High power, broadband plasma UV, DUV and visible wavelength illumination systems
- Custom filters, lenses, polarizers, optics
- Electron-beam systems, optics, detectors
- High performance time delay integrated image sensors, CMOS sensors, photo multiplier tubes, cameras
- Source and detector hardware integration and management

SOCIAL RESPONSIBILITY

A Greater Good

We take our responsibility as an industry leader seriously. The KLA Foundation supports a range of community and charitable initiatives with funding and volunteer opportunities: STEM education, health and wellness programs, local aid, social justice and international disaster relief. Not for profit, just for humanity.

Committed to Sustainability

From our own operations to the solutions we provide to our customers, environmental responsibility is at the heart of everything we do. We help solve our customers' most complex yield and reliability issues while reducing their environmental footprint, minimizing waste and conserving natural resources.

KLA

Why Join Us

OPPORTUNITY AHEAD

We believe in our people and make it our target to promote from within.

Our CEO started as a KLA engineer. That's pretty good proof that we're a company of opportunity.

STRONG EMPHASIS ON DIVERSITY & INCLUSION

At KLA, Diversity and Inclusion is a shared aspiration, commitment and responsibility.

We celebrate the diversity of our employees, customers and partners, and we are committed to fostering an ingrained culture of inclusion and workplace diversity.

MULTI-DISCIPLINARY

Across hardware and software, KLA employees experience a unique and challenging multi-disciplinary environment.

Ideas are brought to life as teams encourage discourse from different regions and technology disciplines. With this diversity of experiences, KLA employees enjoy ongoing professional growth and opportunities.

There are no technical challenges too big or too complex for our expert teams of physicists, engineers, data scientists, and problem-solvers.

KLA

Why Join Us

WORLD CLASS TALENT CLOSE TO OUR CUSTOMERS

Global R&D, Manufacturing, Training & Service Centers

LEGEND

- KLA Locations
- U.S. R&D Centers in Milpitas, CA and Ann Arbor, MI

GLOBAL FOOTPRINT

We are a multinational company with over 10,000 employees and offices all around the world.

We believe that innovation thrives in a diverse environment built on communication, understanding, global culture, skills and knowledge.

ABOUT KLA TAIWAN

KLA具有領先市場的設備與技術開發的創新能力, 提供先進製程控制的解決方案, 包括晶圓、光罩製造、集成電路、封裝、印刷電路板和平板顯示器等工業技術領域。作為先進製程控制技術的領導者, KLA致力於「製程控制」技術的研發與創新, 專業領域可分為檢測、量測、數據分析三大基礎, 為晶片製造工業提供全方位的製程控制方案。KLA相信, 研發和創新驅動科技進步, 因此KLA一直致力於對研發的投入。每年KLA將至少15%的營收收入投入研發中, 過去四年(2017-2021)對於研發的投入達29億美金。

KLA是一家跨國公司, 全球員工超過10,000名, 辦公室遍及全世界。KLA在台灣持續耕耘了30多年, 一直是台灣和世界頂級半導體製造商的重要供應商。KLA為提供更好的技術服務, 在客戶的主要廠區, 林口、新竹、台中、台南皆設有辦公室與全球培訓中心。

台灣辦公室 KLA TAIWAN OFFICES

新竹辦公室 (台灣總辦公室) : 新竹縣竹北市台元街22號台元科技園區C棟1樓
林口辦公室: 桃園龜山鄉公園路30號11樓
台中辦公室: 台中市南屯區文心路一段521號6F-12
台南辦公室: 台南市新市區創業路6號2F

WE OFFER YOU

KLA有全世界最頂尖且充滿熱忱的人才, 因為KLA提供優渥的薪酬策略、研發投資及專業職能培訓計畫、多元包容文化及員工體驗。

【留才、績效導向的薪酬獎勵策略及設計】

在充滿挑戰的環境中, KLA提供優渥的薪酬方案, 包括本薪、績效獎金、津貼及優惠購股計畫, 以吸引、培育及激勵關鍵人才創造最高價值, 同時獎勵創造卓越績效的員工。

- **年薪14個月**: 不論你是無經驗之校園新鮮人或各領域專業技術人才, 我們提供優渥的薪資條件, 邀請你加入KLA的全球菁英團隊。
- **年度績效獎金及調薪**: 年度與高科技標竿企業進行薪酬調查, 以維持KLA整體的薪酬競爭力。
- **優秀人才留任獎金和即時獎勵計畫**: 多元且即時的獎勵方案, 獎勵及表揚優秀的團隊。
- **員工優惠認股計畫 (ESPP)**: 每位員工都有機會成為 KLA的股東, 以優惠折數購買 KLA 股票。
- **優於勞基法之休假制度及彈性假期**: 新人到職第一年依比例享10天特休, 優於勞基法規定。
- **津貼**: 每月提供優渥的汽車津貼。
- **人才推薦獎金**: 鼓勵同仁推薦優秀的人才加入公司, 推薦成功將獲得介紹獎金。

【產品技術培訓及職涯發展規劃】

KLA的創新及頂尖技術, 來自員工持續的發展及成長。KLA積極落實在職訓練 (On-the-Job Training)與專業認證制度, 並鼓勵員工自主學習。我們提供專業的產品技術培訓, 以及個人職涯發展的資源, 與世界最厲害的研發團隊接軌, 同時為客戶提供專業的技術服務。

- **全球機台產品技術培訓**: 全球各地產品訓練中心配備實機模組及遠端AR教學功能, 提供機台認證課程和無塵室實機操作等多元化培訓內容。受訓地點有美國、以色列、台灣、新加坡、中國大陸、德國、法國等。
- **多元職涯發展規劃**: KLA打造多元自主的學習環境及資源, 結合理論基礎及實務經驗, 包含管理及技術的職能課程、線上資源及市場管顧公司專業授課, 使員工精進專業知識、能力和思考工具, 以成為半導體頂尖客戶最值得信賴的技術夥伴。
- **國際認證的知識學習中心**: KLA重視知識的傳承以及組織文化的建立。知識學習中心 (Corporate Learning Center) 內部研發的特色課程及工作坊多達上百種, 包含: 目標管理、專案管理、商務簡報、精準溝通、問題解決、情境領導等。
- **國內外在職專班學費補助**: 為讓員工的職涯發展更上一層樓, 我們為特定的教育方案提供學費補助, 補助包含台灣大專院校的在職碩博課程, 同時我們也與美國史丹佛大學、密西根大學及聖荷西大學的工程學系合作, 補助員工完成跨領域之碩士級工程學程。
- **開放透明的職涯發展架構**: 內部晉升、全球移動的機會多元且公開, 鼓勵KLA的全球員工都能發揮所長, 持續成長。

【多樣、靈活的健康及友善職場】

身心健康、包容及多元的友善職場，是KLA對員工的承諾。我們提供整體性的健康福利方案，提高員工的工作熱情、績效與生產力，同時符合新世代同仁的需求。

- **多元包容之企業價值**：KLA尊重員工之多樣及差異，致力於營造包容的工作環境，支持性別(LGBTQ+)、種族、國籍、世代或身障等之多元及平等。
- **完善的團體保險方案**：包含壽險、意外險、癌症險、住院醫療險、職災險。員工配偶及子女享有免費健康團體保險。
- **年度健康檢查**：與各縣市大型醫院合作，提供優於法規的高級健檢服務，照顧員工身心健康。
- **健康護理諮詢及講座**：於廠區配置專業健康管理師，且定期規劃醫生及護理師註廠諮詢服務，舉辦健康安全衛生講座。
- **員工協助方案(EAP)**：提供員工和眷屬專業諮詢服務，包含心理諮商/法律諮詢/財務規劃/管理諮詢。
- **舒適且安全的女性空間**：規劃哺乳友善設施，並提供給薪生理假，給予職場女性最溫柔的支持。

【與時俱進的員工體驗及社會價值】

KLA重視員工的工作體驗，並且相信回饋在地社會的企業責任。我們提供多元且富有彈性的員工活動，讓你在KLA工作充滿自信和參與感。

- **多元的福委會及社團活動**：定期舉辦家庭日、部門活動及豐富的社團，包含熱音社、咖啡社、攝影社、籃球社及單車社等，邀請你在工作中找到志同道合的同事。
- **永續經營的企業社會責任**：科磊基金會(KLA Foundation)致力於科學教育及社區服務，提供多樣的志工及捐助行動，深入照顧每個員工所在的城市。在2020年，我們總共挹注8.5百萬美金，投入近3000小時的志工時數，協助全球各地的社區及家庭遠離疫情、支持永續環境及社會行動。
- **融合行動科技的智能工作環境**：KLA創造工作的全新模式及體驗。我們的辦公室支援遠端視訊會議的即時功能外，也提供創新和舒適工作區域、共享空間、開放式交誼廳及圖書區、以及室內停車場。
- **貼心的禮金和津貼**：KLA陪伴員工度過每個重要的生命時刻。我們提供三節及生日禮金、結婚津貼、喪葬津貼。
- **安心的商旅服務**：國內外出差提供優質星級飯店及商務旅遊服務，並提供即時的旅遊緊急協助計畫。

KLA

FIND YOUR PERFECT MATCH

Job \ Expertise	電機 Electrical Engineering	物理 Physics	光電 Photonics	機械 Mechanical Engineering	航太 Aeronautics	應力 Applied Mechanics	船舶機電 System & Naval Mechatronic Engineering	材料 Materials Science & Engineering	化學/化工 Chemical Engineering / Chemistry Engineering	資工 Computer Science & Engineering	工科 Engineering & System Science
應用工程師 Applications Engineer	●	●	●			●		●	●		●
演算法工程師 Algorithm Engineer	●	●	●							●	
客服工程師 Customer Service Engineer	●			●	●	●	●				
產品工程師 Product Engineer	●	●	●	●				●	●		●
設備裝機工程師 Product Installation Engineer	●			●	●	●	●				
軟體工程師 Software Engineer	●	●	●							●	
系統設計工程師 System Design Engineer	●	●	●								
技術支援工程師 Technical Support Engineer	●		●	●	●	●	●				
軟體診斷應用工程師 Diagnostics Software Enginee	●									●	
專任技術講師 Technical Instructor	●	●	●	●	●	●	●	●	●	●	●
機械設計工程師 Mechanical Design Engineer	●		●	●	●	●	●				

kla.com/careers

HEAR FROM OUR EMPLOYEES

"At KLA, you can work with innovative people with trust built in your team. With KLA, I believe I can sharpen my skills and gain strong confidence to explore new possibilities. Let's keep looking forward for what's next with KLA!"

Chi-Ping Liu
MACH Engineer

"At KLA, I get to meet and work with talented people every day. We share and brainstorm good ideas that become technical solutions for our customers."

Amber Hung
Applications Engineer

"At KLA, I have become fearless and a better engineer that continues to be part of this technology progress. "

Sidney Chuang
Customer Service Engineer

KLA.com

KLA Career

Hot Jobs

Facebook

LinkedIn